



FEDERAL MANAGERS ASSOCIATION

Chapter 19

VOL 12-03

NEWSLETTER

DECEMBER 2003

Civilian Leadership Development Program



In this issue:

*Civilian Leadership
Development Program
NAVSEA PMS 392
New Chapter Members
Washington Report
January Birthdays
PAC Report
Adopt-A-Highway
Sausage Sale
Installation Banquet
Election Results
Installation Banquet
President's Message
ZoNews
Next General Meeting
Board Members
Newsletter Contact*

Reminders:

- ❖ *The 2004 Mid-Year Conference will be held in Hawaii in March at the Sheraton Hotel*
- ❖ *Contact any Board Member if you would like to contribute to FMA-PAC*
- ❖ *For the latest information visit the Chapter 19 website
<http://fmachapter19.org>*
- ❖ *Reminder: those who do not use Payroll or PHFCU allotment to pay dues that they are due 31 December 2003*



November Guest Speaker

Ms. Gloria Uyehara of the Shipyard Education and Development Office (Code 1145) briefed the membership on the new **Naval Shipyard Civilian Leadership Development Program** at the November general membership meeting

The corporate program supports "One Shipyard" objectives and is built upon universal training components that lead personnel through the five stages of career and personal development. It encompasses many existing training programs that begin with basic supervisory training and end with executive level leadership courses.

The program provides structure and guidelines for formal and professional development in a series of progressive steps and work assignments.

Ms. Uyehara brings considerable energy and inspiration to the program and will be happy to brief aspiring individuals on a shop, code, or group basis. For more information on this exciting program please contact Ms. Uyehara at Code 1145.

(continued on page 2)



November Guest Visitor

Mr. John James, Executive Director of Undersea Warfare at NAVSEA PMS 392 did a guest appearance and spoke to the membership on the general health of our SCN funding stream.

Mr. James explained that concerns with PHNSY & IMF ERO performance were improving, but that we must remain vigilant with regard to the management of overhaul costs. The potential for more ERO work exists but the ability to capture that work lays with our performance trends today.



FMA Chapter 19 Welcomes New Members Bob Myers and Ronald Iaela



(L to R) Wayne Wilcox, Bob Myers, Ronald Iaela, Eric Kimura, James "Kimo" McClellan). President Eric Kimura swore in two new Chapter 19 members Bob Myers and Ronald Iaela with their sponsors Wayne Wilcox and Kimo McClellan at the November meeting.



Washington Report

- **Congress Passes Continuing Resolution Through January**
- **Outsourcing Issues Move Treasury Bill Into Omnibus**

The House-passed bill included a provision introduced by Rep. **Chris Van Hollen** (D-MD) which would have prohibited funding of public-private competitions conducted under the newly revised Office of Management and Budget (OMB) Circular A-76, which governs public-private competitions. A similar amendment introduced by Sens. **Barbara Mikulski** (D-MD) and **Mary Landrieu** (D-LA) to the Senate version of the bill, however, was defeated by one vote. Members of the conference committee then negotiated a compromise which would have given Federal employees the right to organize into "most efficient organizations" and submit an in-house bid for any competition involving more than 10 employees. In order to win a competition a contractor's bid would also have to cost 10 percent or \$10 million less (whichever is lower) than the in-house bid. In addition, Federal employees could appeal competition outcomes to the General Accounting Office (GAO), using a representative of their choice.
- **Overhaul Of Overtime Regulations Likely To Occur**

The Labor Department's proposed rule would change current regulations for determining which employees are entitled to premium pay for hours worked beyond a 40-hour week.
- **President Signs Defense Authorization Bill Into Law**

"The bill I sign today [...] gives DOD managers the flexibility to place civilian workers where they are most needed, without needless delay," said President **Bush** in his remarks. "It speeds up the hiring process so that new employees will not have to face a wait of many months before beginning their service to our country. It introduces pay-for-performance bonuses and streamlines the promotion process, making a career at the Defense Department more attractive to talented workers."
- **Bill Introduced To Delay New Personnel System At Shipyards**

"I worked hard, along with Congressman **Jay Inslee** and other colleagues, to remove the unnecessary limitations of workers' rights that were inserted into the House version of the Defense Authorization bill," Rep. **Dicks** said. "With all of the changes that have affected workers at Puget Sound Naval Shipyard and at other yards, including the shift to mission funding status, I think we have a valid case for adding the yards to the already-approved exemption that was created for the DOD warfare centers."
- **OPM Increases FSA Contribution Limit**
- **MSPB Issues Report On Downsizing Of Federal Workforce**

"Although the employees we surveyed generally believe that the Federal workforce is productive, the stresses resulting from the downsizing and the demands of a changing work environment revealed some potential problem areas," wrote MSPB Chairwoman **Susanne T. Marshall** in her transmittal letter to the President, the President of the Senate, and the Speaker of the House of Representatives. "Among these are skill imbalances, loss of institutional memory, and negative personnel management experiences that can adversely affect quality of work life and employees' intentions to stay or leave their jobs."

The above are article titles and excerpts from the Washington Report. The Federal Managers Association publishes the Washington Report biweekly. This informative report provides the latest information on issues affecting the federal workforce/government. Michael B. Styles, Editor; Didier Trinh, Kristin Royster, Staff Writers

For the full articles visit <http://www.fedmanagers.org/warp.htm>

Happy Birthday

Happy Birthday to all those born in January!

- 1/1 Robert Kouchiyama
- 1/1 John Ornellas
- 1/2 Gary Largo
- 1/6 James Moore
- 1/7 Gerald Nettles
- 1/8 Maxwell Kamaiopili
- 1/8 James League
- 1/9 Arnold Schulmeister
- 1/10 Roy Koyanagi
- 1/11 Reed Hashimoto
- 1/12 Daniel Reilly
- 1/13 Roy Thomas Jr.
- 1/17 Dennis Carino
- 1/17 Gregory Crowell
- 1/18 Thomas Broussard
- 1/18 Allan Isobe
- 1/18 Debra Pagatpatan
- 1/19 Tetsu Omaye
- 1/20 Leonardo Dasig
- 1/20 Lenora Mau
- 1/21 Arana Kawakami
- 1/23 Roy Armstrong
- 1/27 Gordon Au
- 1/27 Earl Danielson
- 1/28 Sue Chong
- 1/28 Brendan Cravalho
- 1/28 Max Shinkawa
- 1/30 Clifton Steward



(left) (Gene Armacost standing and Allyn Lai seated in truck) "talk story" and share recipes at the November Portuguese sausage sale.

FMA-PAC

FMA-PAC is the political arm of our organization. FY04 contributions as of 1 December 2003:

CONTRIBUTOR	TOTAL
Freeman Correa	\$50
John Priolo	\$45
Eddie Han	\$42
Frank Dietz	\$40
Mike Pia	\$40
Keith Galang	\$4
W. Anonymous	\$4
TOTAL	\$225



Twenty-nine volunteers picked up over 120 bags of trash at the November Adopt-A-Highway event. (Above Captain Edwards and his daughter Cory; below Amy Takenaka-Kido and her daughter Ashley.)



Chapter 19 Election Results

Thank you to the election committee and congratulations to the new FMA Chapter 19 Executive Board. Results of the 11 December 2003 election:

President	Wayne Wilcox
1 st Vice President	Dan Yamane
2 nd Vice President	Clem Lopez
Treasurer	Nolan Chang
Corresponding Secretary	Ed Lum
Recording Secretary	Eric Kimura
Sergeant at Arms	Kimo McClellan
Director	Mike Pia
Director	Owen Okumura
Director	John Priolo (Zone President)



Installation Luncheon

Just a friendly reminder . . .

Friday, 19 December is the deadline to sign up for the FMA Executive Board Installation Luncheon that will be held on 10 January 2004.

We have an excellent menu and program planned, so don't miss this great opportunity.

Information is found on the following page. Please note the correction (in blue font) to Barbara Angelo and Bridgit Bales' addresses.



2004 INSTALLATION LUNCHEON

Federal Managers Association, Chapter 19

Date: Saturday, January 10, 2004

Time: 11:00 No-host Cocktails/Social Hour; 12:00-14:00 –Lunch/Program

Place: Haleiwa Joe’s at Haiku Gardens, Kaneohe

Cost: FMA Members \$15; Guests/Non-members \$25
If paying by check, make payable to FMA Chapter 19

Buffet: Salads and Fresh Breads, Seared Premium Ahi with Wasabi-Ranch Dip, Cognac Infused Grilled Tenderloin, Coconut Shrimp with Sweet & Spicy Sauce, Fresh Sautéed Vegetables, Island Rice and Garlic Mashed Potatoes, Cake and Beverages

Deadline: 19 December 2004

Contacts: Barbara Angelo 487-5970 or Bridgit Bales 239-6433

Mail payment and names to (corrected): Barbara Angelo OR Bridgit Bales
99-023 Iwaiwa Way 47-138 Kaimalolo St.
Aiea, HI 96701 Kaneohe, HI 96744

Provide name(s) of attendees and note if they are a Member (M), Guest (G), or Non-Member (NM)
Note: Tables for 4, 6, or 8 people can be reserved.

1. _____
2. _____
3. _____
4. _____
5. _____
6. _____
7. _____
8. _____

Amount Enclosed: \$ _____

President's Message

ZoNews

By John Priolo



By Eric Kimura



I am following a tradition, laid down by some of my illustrious predecessors, and will step down as President after two terms. I believe that unless there is some amount of periodic change, the leadership calcifies and new ideas get shut down. And if "the same old people" are doing the same old jobs, we lose the participation of other energetic and bold people who may drive the organization to new heights. So with a mixture of sadness and hope, I will turn over the reins to Wayne Wilcox in January. Please give him your support. Please join me in helping to work with him and the new board to make FMA, this Shipyard, and this nation a better place. I am indebted to many, many people. Together, we accomplished a great deal. Thanks.

One piece of unfinished business is leadership development. There aren't enough people volunteering to become supervisors and managers who can lead this organization after most of us retire or move on. Senior leadership is responsible for this situation. I believe we can help to change the situation by doing the following:

a. Create an environment where career advancement and leadership development are seen as good things. Encourage people to consider higher advancement and development of leadership skills. **Talk about it favorably!**

b. **Move promising people** around to develop their skills, put them in challenging environments, and help them succeed.

c. **Have fun in your job** and make people see that you enjoy your job. Leave at a reasonable time. If you are continually slaving away until nine o'clock at night, have no family life and are just plain miserable, why would anyone in his or her right mind want to get your job?

d. When they are ready to try their wings, Let them g(r)ow. You can survive if the person leaves to advance to better things. Your organization cannot survive if the people feel they can never leave.

That's all I'll say for now. I hope that you all have a Merry Christmas and that we together have a great New Year.

Holiday Greetings

From my house to yours we wish you the best this Holiday Season.

Upcoming Events

Joint Zone 6/7/8 Meeting will be held on 17 January 2004 at Fisherman's Warf, San Francisco. For specifics, contact Bruce Reed at FMAChapter307@earthlink.net.

66th Annual National Convention will be on March 2004 at the Doubletree, Reagan National. Don't forget Early Bird registration by 1 January 2004.

13th Annual Mid Year Conference I scheduled for August 2004 at the Sheraton Waikiki. Contact me for details.

Spahn and Sain and Pray for Rain

Growing up, small kid time in New York, when there were three home teams and Baseball was King my heroes were ballplayers. Another one, Warren Spahn, recently passed away at the age of 82 in Broken Arrow, Oklahoma. With 363 wins, he was Baseball's all time leading left-hander, pitching mostly for the Boston and Milwaukee Braves. He was immortalized in the following poem by Boston Post Sports Editor Gerald Hern in honor of the 1948 season when he and fellow pitcher Johnny Sain led Boston to the National League pennant: "First we'll use Spahn, then we'll use Sain, then an off day, followed by rain. Back will come Spahn, followed by Sain, and followed, we hope, by two days of rain."



Next General Meeting

Date: Thursday, 29 January 2004

Time: Doors open at 1530 hours

Place: Ho'aloaha Room, Shipyard Cafeteria

Cost: Food and refreshments are available for \$3



Happy
Holidays

BOARD MEMBERS

Eric Kimura	President	473-8000 X2883
Wayne Wilcox	1 st VP	473-8000 X3372
Owen Okumura	2 nd VP	577-0808 pager
Yvonne Ajimura	Treasurer	488-0613
Wil Castro	Recording Sec	671-1562
Edmund Lum	Corresp Sec	473-8000 X3057
Clem Lopez	Sgt-at-Arms	473-8000 X9250
Shelley Kaya	Director	473-8000 X2939
Michael Pia	Director	577-0322 pager
John Priolo	Director	474-8477

NEWSLETTER CONTACT

The FMA Newsletter is published monthly. Articles are due by close of business at the General Meeting. Please send them to Eric Kimura (kimuraey@phnsy.navy.mil). Your comments are always welcome.

Pamela Dittrick.....Editor (541-2296)

FEDERAL MANAGERS ASSOCIATION

Chapter 19

P.O. Box 1685

Pearl City, HI 96782

Address correction requested